Trayan Kushev

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EDUCATION

University of Louisville — Louisville, KY
PhD, Entrepreneurship & Management — August 2010 - Present

University of California, Riverside — Riverside, CA
Master of Business Administration, Management — June 2010
Graduated in Top 5% of Class

Valdosta State University — Valdosta, GA
Bachelor of Business Administration, Finance — December 2007
Bachelor of Business Administration, Accounting — December 2007
Graduated Cum Laude

RESEARCH

Research Interests

Entrepreneurship | The entrepreneurial process | Decision-making | Cognition | Strategic issues facing young organizations | Innovation

Dissertation

Resources and Opportunity Evaluation: The Effect of Social Capital, Entrepreneurial Experience, Regulatory Focus, and Entrepreneurial Passion

My dissertation uses the resource-based view of the firm as a basis to develop an integrative model of opportunity evaluation. I use a multilevel research model to examine the complex contingent relationships between social capital, entrepreneurial experience, regulatory focus, entrepreneurial passion, and resource attributes in the context of opportunity evaluation decisions. The theoretical model posits that social capital and regulatory focus will have both a direct and a moderating effect whereas entrepreneurial passion will have an indirect effect on evaluation decisions. Further, entrepreneurial experience will moderate the relationship between social capital and evaluation. I empirically test this model using a conjoint experiment and hierarchical linear modeling on data from a sample of entrepreneurs.

Committee: Dr. Manju K. Ahuja (Chair), Melissa Cardon, Beth Davis-Sramek, Robert Carter

Proposal defended: June 2013; *Target final defense*: Spring 2014

Submitted Journal Articles

Mattingly, E.S., Kushev, T.N., Ahuja, M., & Ma, D. Moderating Effects of Entrepreneurial Experience, Metacognitive Experience, and Metacognitive Knowledge on Persistence Decision Frameworks (under review at Journal of Small Business Management).

Working Papers

Kushev. T.N., Meek, W.R., Davis-Sramek, E. Franchisee Cooperation: The Effects of Justice Perception, Trust, and Affective Commitment on Citizenship Behavior (target journal: Journal of Management).

Kushev. T.N., Mattingly, E.S., Ma, D., Ahuja, M. Deciding to Persist: Passion, Feedback, and Attractive Alternatives (target journal: Journal of Business Venturing).

Kushev. T.N., Mueller, J.M. Immigrants, Innovation, and New Firms (target journal: Journal of Small Business Management).

Mattingly, E.S., Kushev, T.N. Firm Founding and the Gap between Opportunity Value and Opportunity Cost (target journal: Journal of Small Business Management).

Ma, D., Mattingly, E.S., Kushev, T. N., & Ahuja, M. Entrepreneurial Persistence: Family Business Focus on Nonfinancial Benefits, (target journal: Entrepreneurship Theory and Practice).

Conference Presentations

Mattingly, E.S., Kushev, T.N., Ahuja, M., & Ma, D. (2013) Moderating Effects of Entrepreneurial Experience, Metacognitive Experience, Metacognitive Knowledge and Persistence. Academy of Management Annual Meeting, Orlando, Florida.

Ma, D., Mattingly, E.S., Kushev, T. N., & Ahuja, M. (2013) Entrepreneurial Persistence: Family Business Focus on Nonfinancial Benefits. Academy of Management Annual Meeting, Orlando, Florida.

Kushev. T.N., Mueller, J.M. (2013) Immigrants, Innovation, and New Firms. Industry Studies Conference, Kansas City, Missouri.

D'Mello, J., Mattingly, E.S., & Kushev, T.N. (2012) Explaining Conflicts among Stakeholders in Social Enterprises: A Multi-Theoretic Approach. Babson College Entrepreneurship Research Conference, Fort Worth, Texas.

Kushev. T.N., Meek, W.R., Davis-Sramek, E. (2012) Franchisee Cooperation: The Effects of Justice Perception, Trust, and Affective Commitment on Citizenship Behavior. Academy of Management Annual Meeting, Boston, Massachusetts.

TEACHING

University of Louisville — Louisville, KY
Instructor — 2012 - 2014

- MGMT 340 (Entrepreneurial Creativity & Innovation)
  - Fall 2012 – Average teaching effectiveness: 4.22/5
  - Fall 2012 – Average teaching effectiveness: 3.63/5
  - Spring 2013 – Average teaching effectiveness: 4.00/5
- FIN 345 (Entrepreneurial Finance)
  - Spring 2013 – Average teaching effectiveness: 3.74/5

University of California, Riverside — Riverside, CA
Teaching Assistant — 2008 - 2010

- BUS 101 (Information Technology Management)
  - Fall 2008 – Average teaching effectiveness: 6.50/7
  - Winter 2009 – Average teaching effectiveness: 6.60/7
  - Winter 2009 – Average teaching effectiveness: 6.60/7
  - Spring 2009 – Average teaching effectiveness: 6.10/7
  - Spring 2009 – Average teaching effectiveness: 6.20/7

- BUS 106 (Financial Theories and Markets)
  - Fall 2009 – Average teaching effectiveness: 6.40/7
  - Fall 2009 – Average teaching effectiveness: 6.70/7

ACADEMIC SERVICE

- Ad hoc reviewer: AOM (2012, 2013), WAM (2013), USASBE (2012)
- Project BUILD instructor (University of Louisville, 2013)
- Part of the AACSB accreditation assessment process at the University of Louisville (2012)

AWARDS & HONORS

- Invited participant and grant recipient, Charles Koch Foundation Entrepreneurship Workshop. Arlington, VA (2013)
- Awarded a grant to attend the Entrepreneurship Doctoral Consortium. Academy of Management, Annual Meeting, Orlando, Florida (2013)
- Research Grant, College of Business Research Incentive Grant (CBRIG), University of Louisville (2012)
- Research/Travel Stipend, Delphi Center Graduate Teaching Academy Stipend, University of Louisville (2012)
- Selected participant, Graduate Teaching Academy (University of Louisville, 2012)
- Selected Participant, New Student Doctoral Consortium (AOM 2011)
- Inducted to the Beta Gamma Sigma International Honor Society (UC Riverside, 2009)
- Winner of the prestigious Walter A. Henry Memorial Scholarship (UC Riverside, 2009)
- Nominated for the "Most Outstanding Teaching Assistant" award (UC Riverside, 2009)
- Recipient of two merit-based fellowships covering all tuition and fee expenses (UC Riverside, 2008-2010)
- Dean's List in six out of eight semesters (Valdosta State University, 2004-2007)
- Recipient of a merit-based tuition waiver (Valdosta State University, 2004-2007)

SCHOLARLY DEVELOPMENT

University of Louisville (2010 – 2012)

Theory-based Entrepreneurship/Management Ph.D. Courses	*Professors*
o Strategy Theories	Jay Barney
o Macro Organizational Theories	Melissa Baucus
o Venture Capital Theories	James Fiet
o Sociology and Evolutionary Theories	Howard Aldrich
o Contemporary Entrepreneurship Research	Scott Shane
o Quantitative Entrepreneurship Research	Per Davidsson
o Entrepreneurship from an Economics Perspective	Simon Parker
o Psychology and Cognition in Entrepreneurship Research	Dean Shepherd
o Microeconomics and Economic Modeling	Yong Chao
o Finance Theories	David Dubofsky
o New Product Strategies/Marketing	Robert Carter
o Organizational Behavior Theories	Bruce Kemelgor & Sherry Thatcher
Methodological-based Ph.D. Courses	
o Research Design	Manju Ahuja
o Multivariate Statistics	Cara Casson
o Advanced Multivariate Statistics	Joseph Petrosko
o Structural Equation Modeling	Jill Adelson
o Hierarchical Linear Modeling	Jill Adelson & Jesse Owen
o Conjoint Analysis and Discrete Choice	Robert Carter
o Experimental Design	Manju Ahuja & Michael Barone
o Experimental Data Collection and Analysis	Manju Ahuja
o Meta-Analysis	Michael McDaniel
(CARMA Summer Short Course at Virginia Commonwealth University)	
Pedagogical Development	
o Graduate Teaching Academy (2011-2012) University of Louisville Delphi Center	Michelle Rodems

PROFESSIONAL AFFILIATIONS

- Academy of Management (ENT, OMT, RM divisions)
- United States Association for Small Business and Entrepreneurship (USASBE)

PROFESSIONAL EXPERIENCE

Westview Services — Riverside, CA
System Analyst Intern — 2009

- Evaluated and revised current company strategy
- Investigated entrepreneurial options for client population and financial liabilities
- Retooled marketing strategy

ClientTell, Inc. Valdosta, GA
Accounts Manager 2006 - 2008

- Managed accounts payable, accounts receivable, and payroll
- Assisted with preparation of budgets
- Investigated entrepreneurial and investing opportunities

REFERENCES

Manju K. Ahuja, Ph.D.
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University of Louisville
College of Business
Room 368 | Louisville, KY 40292
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Pace University
Room 112 | Goldstein Academic Center | New York, NY 10038
Office: (914) 773-3618
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David A. Dubofsky, Ph.D.
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